



Anar Chemicals LLP

Sustainability Report 2025

Building A Greener Future..



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Management Statement



Ajay Choksi



Sanjay Choksi

"At Anar Chemicals, we believe that sustainable business practices are not just good for the planet, but essential for long-term success.

Our 2025 sustainability achievements reflect our ongoing commitment to environmental stewardship, social responsibility, and ethical governance.

Each milestone motivates us to push further, ensuring that sustainability remains at the heart of every decision we make."

— Ajay Choksi & Sanjay Choksi



Leadership Team Commitment



Dr. Pushpal Bhaket
Technical Head
Experience - 22 Years



Ravi Ahuja
Head -
Business Development
Experience - 23 Years



Kamlesh Patel
GM - Sales
& Marketing
Experience - 39 Years



Kalpesh Sura
GM - Operations
Experience - 39 Years



Nainesh Parikh
GM - ENV & ISO System
Experience - 39 Years



Rajesh Patel
Manager - Production
Experience - 31 Years



Piyush Suthar
Manager -
Finance & Account
Experience - 23 Years



Yukti Bhatt
Executive Assistant
to President
Experience - 27 Years

Our leadership team has driven significant progress across all ESG metrics in 2025, exceeding industry standards and setting new benchmarks for the chemical manufacturing sector. We're proud to share these achievements with our stakeholders and remain committed to continuous improvement.



Company Profile

Anar Chemicals LLP is a dynamic INDIAN Manufacturer of Specialty Dyes and Intermediates established since 1980 serving diverse industries of Petroleum, Rubber, Aviation, Candle, Pigments, Polymers, Cables and Wires. We operate manufacturing site in Vatva, GIDC, Ahmedabad, India.

1

Manufacturing Site

100+

Employees

25+

Products & Mixtures

30

Countries Served



Our innovative product portfolio includes specialty chemicals developed with sustainability at their core. In 2024, Anar Chemicals set new benchmarks by uniting sustainability, quality, and innovation.

Company Products



Liquid Petroleum or Fuel Dyes

Used by refineries for fuels – Gasoline, Diesel, Petroleum products, Oils, Lubricant and grease, Smoke dyes for Airforce, Candle dyes for wax producers.



Metal Phthalocyanines

Used for Rubber Chemicals, Reactive Dyes & Oxidation Catalyst.



Naphthols

Naphthols are insoluble azo dyestuff compounds which form insoluble pigments for Textile.



PPM Triazine

Halogen Free Flame Retardant (HFFR) Eco-Friendly PPMT for Plastics & Coatings



Our Core Values

Environmental Stewardship

We take responsibility for our environmental footprint and continually work to minimize our impact through innovation and resource efficiency.

Ethical Integrity

We conduct business with honesty, transparency and fairness, adhering to the highest ethical standards in all our operations and relationships.

Collaborative Innovation

We foster a culture of collaboration and continuous improvement, developing solutions that create shared value for all stakeholders.

Safety First

We prioritize the health and safety of our employees, customers, and communities above all else in our operations.

Customer Focus

We prioritize the needs and satisfaction of our customers.

Passion for Excellence

We strive to exceed expectations in all we do.



Our Sustainability Vision

Our vision is to pursue sustainable chemistry that improves lives while preserving our planet. We aim to achieve our qualitative and quantitative objectives by 2030, eliminate waste through circular processes where feasible, and set the highest standards for ethical business practices.



Responsible Manufacturing

Operating facility that prioritize resource efficiency and worker wellbeing

Sustainable Innovation

Creating products that solve global challenges with minimal environmental impact

Positive Impact

Enriching communities and ecosystems wherever we operate



Environmental

- ✓ Minimizing our environmental footprint.
- ✓ Promoting resource efficiency.
- ✓ Contributing to climate action.
- ✓ Follow 5 R's process in operation
Reduce, Reuse, Recycle, Repair, Recover.

Sustainable Procurement

- ✓ Sustainable Procurement Policy
- ✓ Supplier's Code of Conduct.
- ✓ Awareness Program about Sustainability for suppliers.



Labor & Human Rights

- ✓ Promoting human rights.
- ✓ Reduction in lost time injuries.
- ✓ Increasing training hours.
- ✓ Fostering a positive impact on our communities.
- ✓ Women in Key positions

Ethics

- ✓ Ensuring ethical business practices.
- ✓ Upholding high standards of corporate governance, transparency, and accountability.
- ✓ Upholding the highest ethical standards in our business dealings.

ESG Performance:

EcoVadis Scoring for 2024



Overall score

Percentile
93rd ⓘ

↗ 74/100



Environment



Labor & Human
Rights



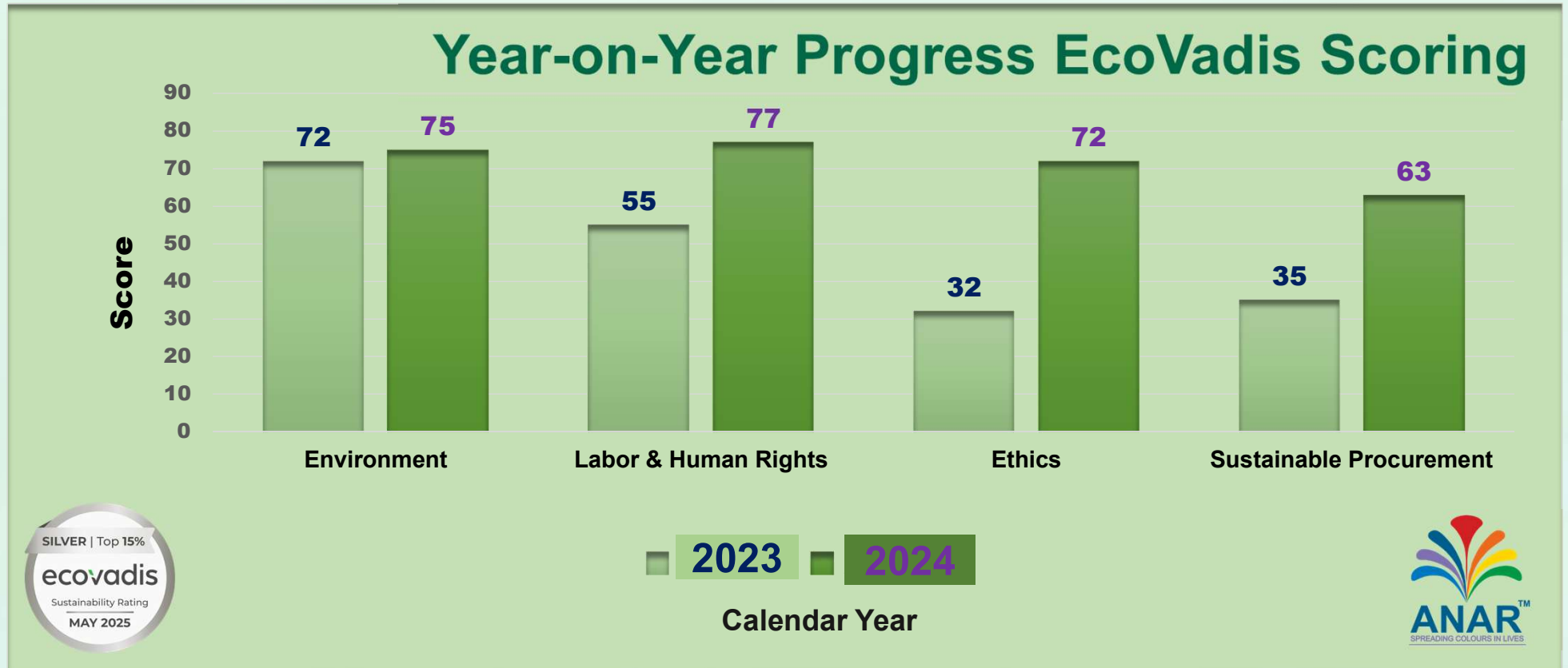
Ethics



Sustainable
Procurement

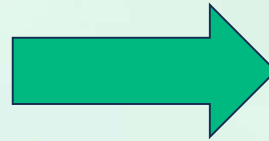


ESG Performance:



Our commitment to continuous improvement has resulted in significant progress across all ESG dimensions. Since implementing our comprehensive sustainability strategy in 2024, **our rating improved from Committed in 2024 to Silver Medal in 2025 ranking in the Top 15% of companies assessed by EcoVadis.**

Awarded in February 2024



Awarded in May 2025



Our rating improved from Committed in 2024 to Silver Medal in 2025
Ranking in the Top 15% of companies assessed by EcoVadis

Certifications and Recognition

2025 Recognition Highlights

- ✓ EcoVadis Silver Rating (Top 15% globally).
- ✓ ISO 9001, 14001 & 45001 certification across all facilities.
- ✓ SMERA SME 1 for Highest credit worthiness in relation to other SMEs.
- ✓ AEO T2 from Indian Customs for high standard of compliance with customs regulations.
- ✓ Two Star Export House certification from the Director General for Foreign Trade (DGFT), the Government of India.



**ISO
9001:2015**

**ISO
14001:2015**

**ISO
45001:2018**



Natural Capital (January 2024 to December 2024)

Sr. No.	Environmental Metrics	Quantity	Unit
1	Total Energy Consumption	2092	MWH
2	Total Renewable Energy Consumption	329	KWH
3	Total Water Consumption	82482	KL
4	Total Amount of Water recycled and reused	5820	KL
5	Total Weight of Air Pollutants in SPM	3254	Kg



Energy Efficiency



Energy Efficiency Initiatives

Our comprehensive energy management program has delivered significant improvements through:

- ✓ Installation of energy-efficient equipment and LED lighting across all facilities.
- ✓ Implementation of smart energy monitoring systems.
- ✓ Employee awareness and engagement programs

In 2024, we reduced overall energy intensity by 18% compared to the previous year while increasing production volume by 7%.



ESG Objectives against the SDG Goals

Energy

Objectives	2024 Performance	SDG Goals
5% reduction in GHG of Product name PPMT-HF from 0.6 Kg of CO ₂ /Kg of Product by 2024.	8% reduction	Affordable and Clean Energy SDG - 07
Reduce absolute scope 1 and 2 GHG emissions by 20% by 2030 from a 2024 baseline	1587.72 tCO ₂	Industry, Innovation and Infrastructure SDG -09
Reduce absolute scope 3 GHG emissions by 5% by 2030 from a 2024 baseline	515.337 tCO ₂	Climate Change SDG -13



Water Management

Our Approach

Water is a critical resource in our manufacturing processes. Our comprehensive water management strategy focuses on:

- ✓ Reducing consumption through process optimization
- ✓ Recycling of treated effluent.
- ✓ Treating wastewater to exceed regulatory standards
- ✓ Harvesting of Rain water.
- ✓ Water conservation by reusing STP outlet.



ESG Objectives against the SDG Goals

Water

Objectives	2024 Performance	SDG Goals
1. 10% water reduction at source for the production process.	13 KL/day	<ul style="list-style-type: none">▪ Clean Water And Sanitation SDG-6.• Responsible Consumption and Production SDG-12
2. 30-50 % COD Reduction of product name Naphthol AS-CL from 251kg/Batch.	104.4 kg/Batch	
3. 10% Reduction in COD of product name EHBN from 0.456 kg COD.	75%	
4. Achieve 30% reduction of total water consumption by 2030 from a 2024 baseline.	80476 KL	



Air Pollution Management

Our Approach

Adopted Control-based approach to minimize air emissions from manufacturing, utilities, and material handling operations. Focus areas include:

- ✓ Regular stack monitoring as per Pollution Control Board norms
- ✓ Third-party testing at prescribed intervals
- ✓ Sensor based emission monitoring system on our steam boiler
- ✓ Adequate ventilation and fume extraction systems
- ✓ Preventive maintenance of blowers, scrubbers, and pipelines



ESG Objectives against the SDG Goals

Air Pollution

Objectives	2024 Performance	SDG Goals
Achieve 15% reduction of SPM emissions by 2030 from a 2024 baseline .	3254 Kg	<ul style="list-style-type: none">• Good Health And Well Being SDG - 3• Responsible Consumption and Production SDG -12• Climate Action SDG -13



Greenhouse Gas Emissions

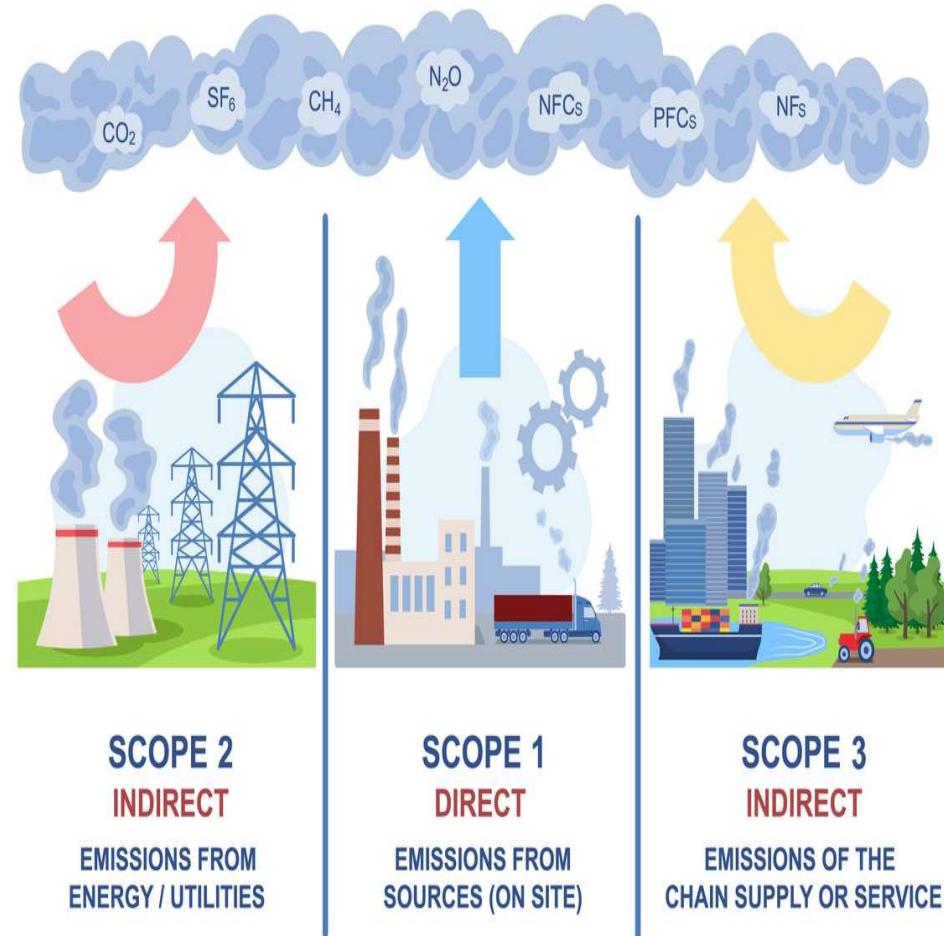
GHG Reduction Strategy

Our comprehensive approach to reducing greenhouse gas emissions includes:

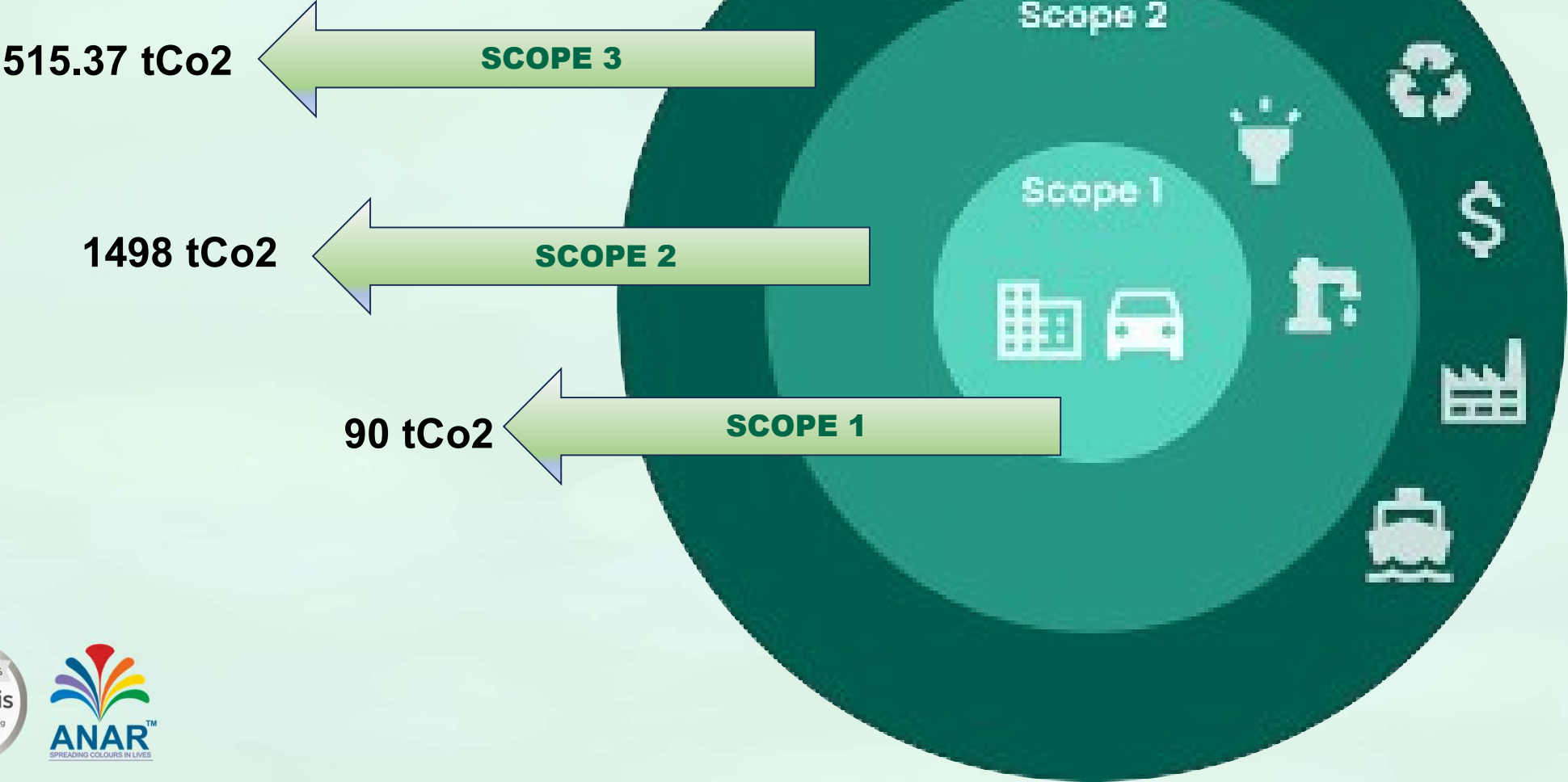
- Process optimization to reduce energy consumption.
- Transition to renewable energy sources
- Supplier engagement on ESG
- 40% Green Belt developed



SCOPES OF EMISSIONS



GHG Performance 2024



Waste Management

Circular Economy Approach

Our waste management strategy is supported by the Waste Management Policy & circular economy principles:

- ✓ Redesigning processes to eliminate waste Generation
- ✓ Recovering valuable materials for reuse in Production
- ✓ Proper Segregation & Disposal of Haz and Non-Haz waste.
- ✓ E-Waste sent to authorized re-cycler.



Waste Management (January 2024 to December 2024)

Sr. No.	Types of Waste	Weight	Unit
1	Hazardous Waste	421	MT
2	Non - Hazardous Waste	7	MT
3	E-Waste	150	Kg



Projects – January 2024 to December 2024

Energy Efficiency Project

Project-1

Redesign the LSD Plant cooling water line with an optimized PPR distribution network to improve cooling efficiency and reduce pressure drop.

The modification reduced pump load, improved heat exchange efficiency, and resulted in a measurable reduction in specific electricity consumption, contributing to our energy-saving and sustainability goals.

80 Kwh per day saving

Energy Efficiency Project

Project-2

To increase ice production, improve energy efficiency, and reduce equipment breakdowns by replacing the KC4 single-stage compressor with a two-stage KC42 compressor.

The new two-stage KC42 compressor provides higher efficiency and more stable operation compared to the earlier single-stage unit.

Reduced production cost by 11%



Future Projects (January 2025 to December 2025)

Water Saving Project

Project-1

Installation and commissioning of a skid-mounted PHE-type Hot Water Generation System to reduce water consumption in the utility process.

Expected Installation in April 2025

Expected reduction of 25% water consumption in PHP, PPMT plants.

Energy Efficiency Project

Project-2

Install a 6 KL Rotary Vacuum Paddle Dryer (RVPD) in the Product FePc drying process to reduce drying time cycle and steam consumption.

Expected Installation in July 2025

Expected reduction of steam by 15 kg per kg of production. 50% reduction in drying time.



Future Projects (January 2025 to December 2025)

Energy Efficiency Project

Project-3

Replace the existing 10 HP and 20 HP process water pumps with a 7.5 HP submersible pump with Fully automatic hydro pneumatic pressure boosting system to reduce energy consumption, and improve operational efficiency.

Expected Installation in April 2025

Expected reduction of power consumption by 50% in process water unit. Priming issues to be eliminated.

Renewable Energy Project

Project-4

Renewable Energy Transition with 0.8 MW Solar Plant and formal order placed in April 2025.

Expected Installation in Dec 2025

Expected Generation 1.6 Million units Per Annum



Future Projects (January 2025 to December 2025)

Water Saving Project

Project-5

Zero liquid discharge from the existing RO system by increasing permeate recovery of 1st and 2nd RO stages to $\geq 85\%$, improving RO water quality to < 25 ppm for DM plant inlet to reduce regeneration frequency by 30%.

Expected Installation in March 2025

Expected water saving 30% for total RO water generation

Water Saving Project

Project-6

Replacement of Water-Ring Vacuum Pump with Dry Vacuum Pump Saving 14 LPM Water.

Expected Installation in March 2025

Expected 5 m³ water saving per batch of production.



Biodiversity Protection

Biodiversity Strategy

Our commitment to biodiversity includes:

- ✓ Biodiversity assessments is done for our manufacturing sites.
- ✓ Significant area of Green Belt created.
- ✓ Partnership with local conservation organizations
- ✓ Sustainable sourcing of raw materials.

1.34

Hectares of Habitat

Created or restored on
company land

1365

Native Trees

Planted through our
reforestation initiatives

1

Conservation Partnerships

Active local and international
collaborations



Environment Day Celebration - 2024



Labor & Human Rights



Anar Chemicals is committed to maintaining the highest standards of labor rights, including fair wages, non-discrimination, safe working conditions, and freedom of expression. We strictly follow ethical employment practices across our operations.





Fair Compensation and Benefits



Living Wage Commitment

We ensure all employees will get minimum statutory wages including direct & indirect employees. And we are committed to provide living wages to our direct employees.



Employee Benefits Package

We offer Medclaim reimbursement, workmen compensation, health check-up camps, access to labor welfare schemes, employee loan support, and educational assistance for employees' children.



Performance-Based Incentives

Our bonus structure rewards both individual and company performance, with sustainability & other KPIs.



Employee Ownership

Self Managing Team (SMT) which is appointed by the Top Management is having the authority to take operational decisions.



Labor & Human Rights: Overview

Living Wage Metrics (January 2024 to December 2024)

% of direct employees covered by a living wage benchmarking analysis	% of direct employees paid below living wage	% of all employees paid below living wage, including direct employees and non-employee workers
100%	0%	29.63%



Employee Development



Technical Skills

Our technical training programs ensure employees have cutting-edge knowledge in chemistry, process engineering, and quality control. EHS/ ESG, Skill development, etc. In 2024, we delivered 1000+ hours of training.



Training & Skill Development

In 2024, employees received an average of 18+ man-hours of training, with 71 internal and external training sessions conducted to enhance skills across all levels. As a result of continuous development, 15% of employees were promoted to higher roles.



Program Sponsorship

Sponsor deserving candidates for training for enhancement in their career development.



Workplace Health and Safety

Safety First Culture

Our comprehensive approach to workplace health and safety includes:

- ✓ Rigorous safety protocols and training
- ✓ Regular safety audits and improvement initiatives
- ✓ Employee-led safety committee.
- ✓ Advanced monitoring and protective equipment
- ✓ Mental health and wellbeing support



Safety Week Celebration - 2024



Labor & Human Rights: Overview

Labor Metrics (January 2024 to December 2024)

Number of hours worked	work-related injuries and fatalities from work-related accidents	work-related ill health and fatalities from work-related ill health	Number of work-related accidents (Includes MTC, First Aid Case)	Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees	Average hours of training per employee
156648	0	0	6	8.55	18.08





Diversity and Inclusion

Inclusive Workplace Initiatives

Our commitment to diversity and inclusion includes:

- ✓ Unbiased training for all employees.
- ✓ Inclusive recruitment and promotion processes
- ✓ Mentorship programs for under-represented groups
- ✓ Regular pay equity analysis and adjustments
- ✓ Several Women are working in managerial & leadership roles



Social Performance: Overview

Workplace Diversity Metrics (January 2024 to December 2024)

Women Employed in the whole Organization-%	Women at top Management Level-%	Employees from a minority or Vulnerable group in the Whole Organization-%	Employees from a minority or Vulnerable group at the top Management Level-%
4.20%	1.41	52.11	0.00

**** There is no gender pay gap in the organization.**



Gender Equality



Equal Pay

We conduct annual pay equity reviews. Our transparent compensation structure ensures fair pay for equal work.



Career Advancement

Eligible Female employees have been promoted on to senior positions on par with the male employees.



Family Support

We provide Maternity benefits as per Maternity Benefits Act with flexible return-to-work options. 100% of females returned to work after maternity leave and with 100% retention after one year.



Our commitment to gender equality extends beyond our workforce to our supplier relationships and community engagement, where we actively support initiatives that promote women's empowerment.



Employee Engagement

Glimpse of Happiness Index Initiatives

- ✓ Collaborative Monthly Birthday Celebrations
- ✓ Theatre Workshop during Safety Week Celebration
- ✓ Reward children of employees who excel academically
- ✓ Unique Valentine Day Celebration to promote Safety culture
- ✓ Annual Employee's Picnic
- ✓ Annual Marathon for all employees
- ✓ Meditation Activity including Yoga & Zumba



What Shapes a Happy Workplace?





Employee Engagement

Glimpse of Anar Happiness Index

Because a Happy Workplace Matters



Employee Engagement *Because a Healthy Workplace Matters*

Moments from Our Employee Wellness & Safety Initiatives

46

Blood Donation Camp

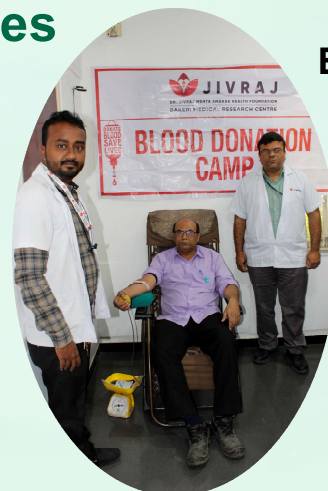
No. of People involved

92

ESIC Camp
Nos. of Employees Covered

14

First Aid training
Nos. of Employees Covered



Age Diversity



Multigenerational Workforce Initiatives

We embrace age diversity through targeted programs:

- ✓ Flexible working arrangements.
- ✓ Graduate recruitment and apprenticeship schemes
- ✓ Mid-career transition support and reskilling
- ✓ Phased retirement options and knowledge transfer
- ✓ Reverse mentoring between generations
- ✓ Targeted health and wellbeing support for all ages

Our age-inclusive approach has reduced attrition to **9%** and improved knowledge retention across the organization.



Anti-Discrimination Policies

Zero Tolerance Approach

Our comprehensive anti-discrimination framework includes:

- ✓ Clear policies prohibiting all forms of discrimination
- ✓ Confidential reporting channels
- ✓ Mandatory training for all employees annually
- ✓ Regular policy reviews and updates

33%

Workforce Trained

Completed anti-discrimination and inclusion training

0.00

Incident Reduction

No. of reported discrimination Cases



PREVENTING HARASSMENT

Comprehensive Policy

Our POSH policy covers all forms of harassment including sexual, verbal, and psychological. We have instituted the POSH committee with the involvement of Top Management.

Victim Support

Comprehensive support resources include confidential counseling services, and legal assistance when needed. Our support-first approach prioritizes victim wellbeing.



Specialized Training

All employees receive scenario-based harassment prevention training annually, with additional sessions for managers on creating respectful work environments and handling reports appropriately.

Reporting System

Our multi-channel reporting system includes an anonymous hotline, designated HR contacts, & trained workplace advocates. All reports are investigated thoroughly with strict confidentiality protections.



Community Engagement

Strategic Focus Areas

Our community investment strategy focuses on:

- ✓ Provision of Drinking water for Public
- ✓ “Wall of Kindness” – Providing clothing to the needy
- ✓ Financial support towards Education, Medical Research, Senior Citizens, Community Health Support.

INR 4.94 M

Community Investment

Direct financial contributions to community initiatives

07

Local Partnerships

Active collaborations with community organizations



Ethics and Integrity



Code of Conduct

Our comprehensive Code of Conduct covers all aspects of ethical business practice including conflicts of interest, fair competition, confidentiality, and environmental responsibility. It's accessible to all stakeholders.



Ethics Training

Successful completion of annual ethics training coverage 33% of our employees. Plan to increase 100% completion rate in 2025.



Ethics Helpline

We have a dedicated a whistle blower procedure which permits any employee to report concerns on any of the ESG matters including ethical conduct.



Governance Performance: Overview

Ethics Metrics (January 2024 to December 2024)

Employees Trained on business ethics %	No. of reports related to whistleblower procedure %	Number of confirmed corruption incidents %	Number of confirmed information security incidents %
33%	0%	0%	0%



Regulatory Compliance



REGULATIONS

RULES

GUIDELINES

LAWS

COMPLIANCE

STANDARDS

Regulatory Compliance Program

We maintain a Legal Register to monitor and ensure adherence to all applicable laws and regulations of EHS. The review is done by the Monitoring frequency & it is maintained by personnel manager

Chemical Registration and Safety

We maintain compliance with chemical registration requirements including REACH, TSCA. Our proactive approach includes phasing out substances of concern ahead of regulatory requirements.

Trade Compliance

- ✓ We comply to CTPAT requirements at the request of customers.
- ✓ Achieved level T2 for AEO (Indian Customs) demonstrating our commitment to high standard of customs compliance.

EHS Permits/ Licenses

We maintain all applicable EHS permits & licenses with zero non-compliance events in 2024. Regular monitoring of EHS parameters by approved third party labs are under taken and also reported to regulatory authorities.



Responsible Tax Practices

Tax Governance Principles

- ✓ Full compliance with tax laws and regulations in all jurisdictions national & international.
- ✓ Transparency in tax reporting and stakeholder communications.
- ✓ Engagement with tax authorities in a constructive, open manner
- ✓ Management oversight of tax strategy and significant decisions, as part of financial control

36.71%

Effective Tax Rate

Effective corporate tax rate for FY 2024- 2025

100%

Transparency

Country-by-country reporting compliance



Data Privacy and Cybersecurity

IT Security Policy

We have developed and implemented an Information Security Policy which describes the vision of the management towards IT security.



Incident Response

We have a comprehensive incident response plan which includes detection, reporting and monitoring of IT security. There are no reported incidents of any data privacy or cybersecurity events in 2024.

Cybersecurity Controls

We implement appropriate security measures including firewall protection, network monitoring, and access controls. Daily Auto Backup of all systems is implemented. IT security Risks Assessment are performed to identify probable vulnerable areas and control measures put in place.

Employee Awareness

All employees complete mandatory security awareness training, with additional specialized training for high-risk roles.



Supplier Social Responsibility

● **Supplier Code of Conduct**

Our Supplier Code of Conduct establishes clear expectations on labor practices, human rights, environmental standards, and ethical business conduct. 100% of suppliers must acknowledge and comply with these standards.

● **Risk Assessment and ESG Auditing**

We initiated risk assessments of our supply chain in 2024 and expect to complete the same by 2025. We plan to cover some of our suppliers in an ESG assessment (onsite/offsite) in FY 2025.

● **Capacity Building**

We provided awareness training and resources to help suppliers improve their social and environmental performance. Our supplier development program engaged 31% suppliers in 2024.

● **Responsible Sourcing**

Our supply chain includes 25% of businesses owned by women and minority groups.



Sustainable Procurement

Performance against the SDG Goals - January 2024 to December 2024

Sr. No.	SDG Goals	Objective	Performance
1	Responsible Consumption and Production SDG -12, Decent Work and Economic Growth - 08	Train 100% of our Procurement Team on Supply Chain sustainability by December 2024.	Trained - 100% upto Nov'2024



Sustainable Procurement

Objectives against the SDG Goals - for the calendar year 2025

Sr. No.	SDG Goals	Objectives (2025)
1	<ul style="list-style-type: none">* Responsible Consumption and Production SDG -12* Decent Work and Economic Growth SDG -08	Work with minimum 12 suppliers/businesses that have sustainability Procurement policies in place by December 2025.
2	<ul style="list-style-type: none">• Peace, Justice and Strong Institutions SDG -16• Decent Work and Economic Growth SDG -08	Increase the % of On-Site sustainability assessment of Suppliers from 5% (2024) to 20% by Dec 2025.



Building a Greener Value Chain

Sustainable Packaging

- ✓ Replacement of 25 kg small bags with Jumbo Bags (FIBC) to reduce plastic waste.
- ✓ Recyclable/returnable packaging options available for bulk customers.
- ✓ Optimization of packaging weight without compromising product safety.
- ✓ Encouraging customers to follow responsible disposal practices.



Sustainable Supply Chain

- ✓ Higher payload efficiency reduces CO₂ emissions per MT shipped.
- ✓ Consolidated deliveries to minimize transportation frequency.



Sustainable Procurement

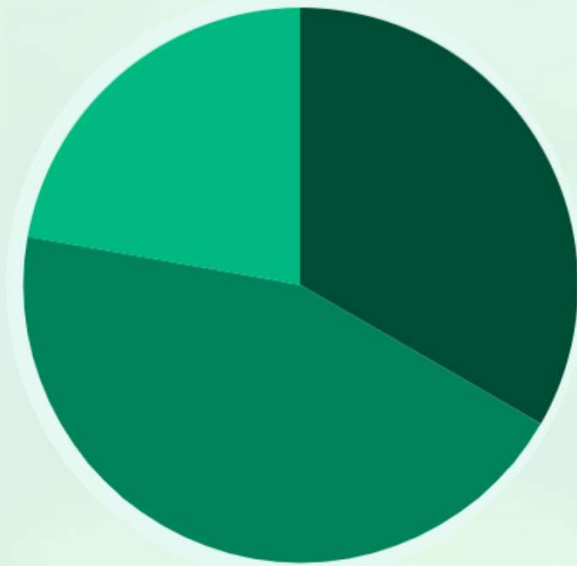
Supplier Capacity Building Snapshots



Sustainability Awareness Program

Management Composition and Oversight

Limited Liability Partnership



■ Male -3 ■ Female - 4
■ Sustainability Expertise - 2

No. of Partners – 07

- ✓ Oversees financial reporting, internal controls, and risk management
- ✓ Ensures gender diversity in the Management and workforce as well.
- ✓ Provides dedicated oversight of ESG strategy and performance. Reviews sustainability performance. Metrics
- ✓ Plan for Life Cycle Assessment of 5 products by 2030.
- ✓ Monthly Owners Team Managing Team (OTMT) Meeting, Half Yearly Management Review Meeting conducted.
- ✓ Quarterly meets to review the sustainability performance & ensuring sustainability is integrated into strategic decision-making at the highest level.



Closing Statement

Our 2024 sustainability achievements reflect the dedication and commitment of every Anar Chemicals employee. While we celebrate our progress, we recognize the journey ahead requires even greater innovation and collaboration. We remain committed to creating chemistry that contributes to a more sustainable future for all.

— The Anar Chemicals Leadership Team

